



STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

2018 Average Annual County Wage Data

Effective January 1, 2020

	Average Annual Wage ²	Hourly Wage	115% of Avg. Annual Wage	Hourly Wage	125% of Avg. Annual Wage	Hourly Wage	150% of Avg. Annual Wage	Hourly Wage	200% of Avg. Annual Wage	Hourly Wage
STATEWIDE	\$49,472	\$23.78	\$56,893	\$27.35	\$61,840	\$29.73	\$74,208	\$35.68	\$98,944	\$47.57
ALACHUA	\$41,645	\$20.02	\$47,892	\$23.02	\$52,056	\$25.03	\$62,468	\$30.03	\$83,290	\$40.04
BAKER	\$31,484	\$15.14	\$36,207	\$17.41	\$39,355	\$18.92	\$47,226	\$22.70	\$62,968	\$30.27
BAY	\$38,736	\$18.62	\$44,546	\$21.42	\$48,420	\$23.28	\$58,104	\$27.93	\$77,472	\$37.25
BRADFORD	\$36,885	\$17.73	\$42,418	\$20.39	\$46,106	\$22.17	\$55,328	\$26.60	\$73,770	\$35.47
BREVARD	\$49,128	\$23.62	\$56,497	\$27.16	\$61,410	\$29.52	\$73,692	\$35.43	\$98,256	\$47.24
BROWARD	\$52,193	\$25.09	\$60,022	\$28.86	\$65,241	\$31.37	\$78,290	\$37.64	\$104,386	\$50.19
CALHOUN	\$30,867	\$14.84	\$35,497	\$17.07	\$38,584	\$18.55	\$46,301	\$22.26	\$61,734	\$29.68
CHARLOTTE	\$37,715	\$18.13	\$43,372	\$20.85	\$47,144	\$22.67	\$56,573	\$27.20	\$75,430	\$36.26
CITRUS	\$37,038	\$17.81	\$42,594	\$20.48	\$46,298	\$22.26	\$55,557	\$26.71	\$74,076	\$35.61
CLAY	\$38,524	\$18.52	\$44,303	\$21.30	\$48,155	\$23.15	\$57,786	\$27.78	\$77,048	\$37.04
COLLIER	\$48,021	\$23.09	\$55,224	\$26.55	\$60,026	\$28.86	\$72,032	\$34.63	\$96,042	\$46.17
COLUMBIA	\$35,380	\$17.01	\$40,687	\$19.56	\$44,225	\$21.26	\$53,070	\$25.51	\$70,760	\$34.02
DESOTO	\$34,912	\$16.78	\$40,149	\$19.30	\$43,640	\$20.98	\$52,368	\$25.18	\$69,824	\$33.57
DIXIE	\$34,590	\$16.63	\$39,779	\$19.12	\$43,238	\$20.79	\$51,885	\$24.94	\$69,180	\$33.26
DUVAL	\$53,069	\$25.51	\$61,029	\$29.34	\$66,336	\$31.89	\$79,604	\$38.27	\$106,138	\$51.03
ESCAMBIA	\$43,462	\$20.90	\$49,981	\$24.03	\$54,328	\$26.12	\$65,193	\$31.34	\$86,924	\$41.79
FLAGLER	\$34,060	\$16.38	\$39,169	\$18.83	\$42,575	\$20.47	\$51,090	\$24.56	\$68,120	\$32.75
FRANKLIN	\$29,552	\$14.21	\$33,985	\$16.34	\$36,940	\$17.76	\$44,328	\$21.31	\$59,104	\$28.42
GADSDEN	\$36,026	\$17.32	\$41,430	\$19.92	\$45,033	\$21.65	\$54,039	\$25.98	\$72,052	\$34.64
GILCHRIST	\$31,348	\$15.07	\$36,050	\$17.33	\$39,185	\$18.84	\$47,022	\$22.61	\$62,696	\$30.14
GLADES	\$42,642	\$20.50	\$49,038	\$23.58	\$53,303	\$25.63	\$63,963	\$30.75	\$85,284	\$41.00
GULF	\$34,802	\$16.73	\$40,022	\$19.24	\$43,503	\$20.91	\$52,203	\$25.10	\$69,604	\$33.46
HAMILTON	\$49,195	\$23.65	\$56,574	\$27.20	\$61,494	\$29.56	\$73,793	\$35.48	\$98,390	\$47.30
HARDEE	\$33,070	\$15.90	\$38,031	\$18.28	\$41,338	\$19.87	\$49,605	\$23.85	\$66,140	\$31.80
HENDRY	\$40,342	\$19.40	\$46,393	\$22.30	\$50,428	\$24.24	\$60,513	\$29.09	\$80,684	\$38.79
HERNANDO	\$36,106	\$17.36	\$41,522	\$19.96	\$45,133	\$21.70	\$54,159	\$26.04	\$72,212	\$34.72
HIGHLANDS	\$33,157	\$15.94	\$38,131	\$18.33	\$41,446	\$19.93	\$49,736	\$23.91	\$66,314	\$31.88
HILLSBOROUGH	\$54,278	\$26.10	\$62,420	\$30.01	\$67,848	\$32.62	\$81,417	\$39.14	\$108,556	\$52.19
HOLMES	\$27,218	\$13.09	\$31,301	\$15.05	\$34,023	\$16.36	\$40,827	\$19.63	\$54,436	\$26.17
INDIAN RIVER	\$42,129	\$20.25	\$48,448	\$23.29	\$52,661	\$25.32	\$63,194	\$30.38	\$84,258	\$40.51
JACKSON	\$32,683	\$15.71	\$37,585	\$18.07	\$40,854	\$19.64	\$49,025	\$23.57	\$65,366	\$31.43
JEFFERSON	\$32,862	\$15.80	\$37,791	\$18.17	\$41,078	\$19.75	\$49,293	\$23.70	\$65,724	\$31.60
LAFAYETTE	\$28,494	\$13.70	\$32,768	\$15.75	\$35,618	\$17.12	\$42,741	\$20.55	\$56,988	\$27.40
LAKE	\$37,422	\$17.99	\$43,035	\$20.69	\$46,778	\$22.49	\$56,133	\$26.99	\$74,844	\$35.98



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STATEWIDE	\$49,472	\$23.78	\$56,893	\$27.35	\$61,840	\$29.73	\$74,208	\$35.68	\$98,944	\$47.57
LEE	\$42,959	\$20.65	\$49,403	\$23.75	\$53,699	\$25.82	\$64,439	\$30.98	\$85,918	\$41.31
LEON	\$42,544	\$20.45	\$48,926	\$23.52	\$53,180	\$25.57	\$63,816	\$30.68	\$85,088	\$40.91
LEVY	\$31,782	\$15.28	\$36,549	\$17.57	\$39,728	\$19.10	\$47,673	\$22.92	\$63,564	\$30.56
LIBERTY	\$40,327	\$19.39	\$46,376	\$22.30	\$50,409	\$24.23	\$60,491	\$29.08	\$80,654	\$38.78
MADISON	\$31,841	\$15.31	\$36,617	\$17.60	\$39,801	\$19.14	\$47,762	\$22.96	\$63,682	\$30.62
MANATEE	\$42,289	\$20.33	\$48,632	\$23.38	\$52,861	\$25.41	\$63,434	\$30.50	\$84,578	\$40.66
MARION	\$37,691	\$18.12	\$43,345	\$20.84	\$47,114	\$22.65	\$56,537	\$27.18	\$75,382	\$36.24
MARTIN	\$41,808	\$20.10	\$48,079	\$23.12	\$52,260	\$25.13	\$62,712	\$30.15	\$83,616	\$40.20
MIAMI-DADE	\$53,669	\$25.80	\$61,719	\$29.67	\$67,086	\$32.25	\$80,504	\$38.70	\$107,338	\$51.60
MONROE	\$39,929	\$19.20	\$45,918	\$22.08	\$49,911	\$24.00	\$59,894	\$28.79	\$79,858	\$38.39
NASSAU	\$38,510	\$18.51	\$44,287	\$21.29	\$48,138	\$23.14	\$57,765	\$27.77	\$77,020	\$37.03
OKALOOSA	\$42,484	\$20.43	\$48,857	\$23.49	\$53,105	\$25.53	\$63,726	\$30.64	\$84,968	\$40.85
OKEECHOBEE	\$35,816	\$17.22	\$41,188	\$19.80	\$44,770	\$21.52	\$53,724	\$25.83	\$71,632	\$34.44
ORANGE	\$49,412	\$23.76	\$56,824	\$27.32	\$61,765	\$29.69	\$74,118	\$35.63	\$98,824	\$47.51
OSCEOLA	\$36,415	\$17.51	\$41,877	\$20.13	\$45,519	\$21.88	\$54,623	\$26.26	\$72,830	\$35.01
PALM BEACH	\$54,044	\$25.98	\$62,151	\$29.88	\$67,555	\$32.48	\$81,066	\$38.97	\$108,088	\$51.97
PASCO	\$38,338	\$18.43	\$44,089	\$21.20	\$47,923	\$23.04	\$57,507	\$27.65	\$76,676	\$36.86
PINELLAS	\$48,901	\$23.51	\$56,236	\$27.04	\$61,126	\$29.39	\$73,352	\$35.27	\$97,802	\$47.02
POLK	\$42,227	\$20.30	\$48,561	\$23.35	\$52,784	\$25.38	\$63,341	\$30.45	\$84,454	\$40.60
PUTNAM	\$36,047	\$17.33	\$41,454	\$19.93	\$45,059	\$21.66	\$54,071	\$26.00	\$72,094	\$34.66
SANTA ROSA	\$36,322	\$17.46	\$41,770	\$20.08	\$45,403	\$21.83	\$54,483	\$26.19	\$72,644	\$34.93
SARASOTA	\$46,792	\$22.50	\$53,811	\$25.87	\$58,490	\$28.12	\$70,188	\$33.74	\$93,584	\$44.99
SEMINOLE	\$48,872	\$23.50	\$56,203	\$27.02	\$61,090	\$29.37	\$73,308	\$35.24	\$97,744	\$46.99
ST JOHNS	\$45,368	\$21.81	\$52,173	\$25.08	\$56,710	\$27.26	\$68,052	\$32.72	\$90,736	\$43.62
ST LUCIE	\$39,385	\$18.94	\$45,293	\$21.78	\$49,231	\$23.67	\$59,078	\$28.40	\$78,770	\$37.87
SUMTER	\$39,067	\$18.78	\$44,927	\$21.60	\$48,834	\$23.48	\$58,601	\$28.17	\$78,134	\$37.56
SUWANNEE	\$32,897	\$15.82	\$37,832	\$18.19	\$41,121	\$19.77	\$49,346	\$23.72	\$65,794	\$31.63
TAYLOR	\$40,740	\$19.59	\$46,851	\$22.52	\$50,925	\$24.48	\$61,110	\$29.38	\$81,480	\$39.17
UNION	\$35,659	\$17.14	\$41,008	\$19.72	\$44,574	\$21.43	\$53,489	\$25.72	\$71,318	\$34.29
VOLUSIA	\$38,760	\$18.63	\$44,574	\$21.43	\$48,450	\$23.29	\$58,140	\$27.95	\$77,520	\$37.27
WAKULLA	\$34,436	\$16.56	\$39,601	\$19.04	\$43,045	\$20.69	\$51,654	\$24.83	\$68,872	\$33.11
WALTON	\$37,672	\$18.11	\$43,323	\$20.83	\$47,090	\$22.64	\$56,508	\$27.17	\$75,344	\$36.22
WASHINGTON	\$32,335	\$15.55	\$37,185	\$17.88	\$40,419	\$19.43	\$48,503	\$23.32	\$64,670	\$31.09

¹ All incentives applications received on or after January 1, 2020 will be subject to the new 2018 wages.

² Florida Department of Economic Opportunity, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.